

## Engagement #2 Older Adults

### Survey Introduction

This survey is part of a larger study to assess the economic impact of older adults in Maricopa County.

The goal of this survey is to learn about your preferences for paid or unpaid employment, to determine the types of opportunities that would appeal to you, and if you might be interested in sharing your knowledge with younger generations just beginning their careers.

Our end goal is to develop programs that invite experienced workers to re-engage in the workforce as employees and mentors.

These programs will enhance the economic vitality of the region as well as the quality of life for our residents.

All responses are anonymous and confidential.

Survey completion time: **About 7 minutes**

Defined Terms:

**Older Adult Professionals:** Adults 60+ years old with 25+ years of professional work experience.

**Young Professionals:** Undergraduate students, graduate students and professionals with less than 8 years work experience.

**STEM:** Science, Technology, Engineering, Math

### Gift Card Lottery

We understand your time is valuable and we appreciate you taking our survey.

Please provide your **EMAIL ADDRESS** if you would like a chance to win a **\$10 Starbucks GiftCard**.

Your name and email address will remain confidential.

#### 1. (Optional)

**What is your EMAIL ADDRESS?**

### Demographics

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### 2. Are you currently employed?

- ☐ Employed full-time (STEM)
- ☐ Employed full-time (non-STEM)
- ☐ Employed part-time (STEM)
- ☐ Employed part-time (non-STEM)
- ☐ Employed on a project basis
- ☐ Hourly
- ☐ Volunteer
- ☐ Retired/Not employed

Other (please specify)

## Demographics

### 3. What was/is your professional career FUNCTION/INDUSTRY that you held for the longest time?

Function/Industry

Please indicate your response.

Other (please specify)

## Demographics

### 4. How many years of professional work experience do you have?

- ☐ Less than 20 years
- ☐ 20-25 years
- ☐ 26-30 years
- ☐ 31-35 years
- ☐ 36+ years

## Additional Questions

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### 5. What level of post-retirement employment would you **WANT** to partake in?

	<u>No interest</u>	<u>Somewhat disinterested</u>	<u>Neutral (no opinion)</u>	<u>Somewhat interested</u>	<u>Very interested</u>
<u>Part-time</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Full-time</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Hourly</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Consultative</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Project based</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Volunteering</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Paid</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Unpaid</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>None</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Other (please specify)**

### 6. What level of compensation would you want to receive in order to re-engage in the workforce in a limited fashion? Please use a percentage value of your previous career pay.

- ☐ Less than 25 percent
- ☐ 25 to 50 percent
- ☐ 51 to 75 percent
- ☐ 76 to 100 percent

Other (please specify)

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### **7. How many days per week would you like to re-engage in the workforce?**

- ☐ None
- ☐ One
- ☐ Two to three
- ☐ Four to five
- ☐ Six or more

Other (please specify)

### **8. How many hours per day would you like to re-engage in the workforce?**

- ☐ None
- ☐ One to two
- ☐ Three to four
- ☐ Five or more

Other (please specify)

### **9. Please answer the following questions:**

**I would be interested in \_\_\_\_\_**

	<u>Very Unlikely</u>	<u>Unlikely</u>	<u>Neutral/Do Not Know</u>	<u>Likely</u>	<u>Very Likely</u>
<u>working for a non-profit agency</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>advising a start-up company</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>consulting for a large/established company</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>consulting for my last place of employment</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>re-careering activities</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

### **Additional Questions**

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### **10. My main driver for re-entering the workforce is \_\_\_\_\_ ?**

- ☐ to make money to make ends meet
- ☐ to give back to the community
- ☐ because I like to stay busy
- ☐ to teach younger generations how work was done in my field
- ☐ to make use of critical skills I have learned over my career
- ☐ because I like to mentor people
- ☐ because I want to network with people

Other (please specify)

### **11. In your opinion, how are you most likely going to find opportunities?**

	<u>Very Unlikely</u>	<u>Unlikely</u>	<u>Neutral/Do Not Know</u>	<u>Likely</u>	<u>Very Likely</u>
<u>Online job posting</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>LinkedIn</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Friends</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Family Members</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Networks</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Recruiting Service</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Want Ads</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Other (please specify)**

## Demographics

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### **12. My Highest level of education is \_\_\_\_\_ ?**

- ☐ High School
- ☐ Some college
- ☐ College Degree (BA, BS)
- ☐ Masters/MBA
- ☐ PhD
- ☐ Technical Degrees (please add in Other comments below)

Other (please specify)

## Demographics

### **13. What was your field of study?**

- ☐ STEM (Science, Technology, Engineering, Math)
- ☐ Non-STEM

Other (please specify)

### **14. I believe that I can offer something to young professionals that conventional schools/learning methods cannot offer.**

Very Unlikely

Unlikely

Neutral/Do Not Know

Likely

Very Likely

☐☐☐☐☐

## Belief

### **15. I am interested in engaging with younger professionals in order to transfer knowledge and valuable skill sets that I have.**

- ☐ Yes
- ☐ No

## Belief

## Engagement #2 Older Adults

### **16. Older adult professionals CAN successfully transfer STEM knowledge relevant to their field/profession to young professionals.**

	<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral (no opinion)</u>	<u>Agree</u>	<u>Strongly Agree</u>
Please indicate your response.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Belief

### **17. Older adult professionals CAN successfully transfer NON-STEM knowledge relevant to their field/profession to young professionals.**

	<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
Please indicate your response.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Belief: Knowledge & Skill Sets

### **18. What specific skill sets do you WANT to teach to young professionals?**

	<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral (no opinion)</u>	<u>Agree</u>	<u>Strongly Agree</u>
<u>Leadership</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Management</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Entrepreneurial</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Functional (for example: Marketing, Accounting, Manufacturing, etc.)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>STEM (Science, Technology, Engineering, Math)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Industry related (for example: Consumer Packaged Goods, Education, Healthcare, etc.)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Qualitative (for example: Communication, Creative, Research, etc.)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Other (please specify)</u>	<input type="text"/>				

## Engage

### **19. I WANT to engage with young professionals in order to help ADVANCE MY POST-RETIREMENT OPPORTUNITIES.**

- ☐ Yes
- ☐ No

## Engagement #2 Older Adults

### Engage

#### **20. I WANT to engage with young adult professionals in order to TRANSFER NEW KNOWLEDGE or SKILL SETS to them.**

	<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral (no opinion)</u>	<u>Agree</u>	<u>Strongly Agree</u>
<u>Please indicate your response</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### How

#### **21. Please rate your interest in each of the following ways to FACILITATE KNOWLEDGE TRANSFER to young adult professionals.**

	<u>No Interest</u>	<u>Somewhat Disinterested</u>	<u>Neutral (no opinion)</u>	<u>Somewhat Interested</u>	<u>Very Interested</u>
<u>Mentorships</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Development Workshops</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Apprenticeships</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Events (for example: career fairs, conferences, seminars, etc.)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Classes</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>On the Job Training</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Technical Workshops (for example: Adobe Photoshop, Microsoft Excel, AutoCAD, etc.)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Vocational Training</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Other (please specify)</u>	<input type="text"/>				

#### **22. If applicable, please explain (in 3-5 sentences) why you rated certain ways of KNOWLEDGE TRANSFER as “Very Interested” or “No Interest.”**

### Engage



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### **23. I WANT to engage with young adult professionals in order to MAINTAIN MY PROFESSIONAL NETWORK.**

	<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral (no opinion)</u>	<u>Agree</u>	<u>Strongly Agree</u>
<u>Please indicate your response</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## How

### **24. Please rate your interest in each of the following ways to NETWORK with young adult professionals.**

	<u>No Interest</u>	<u>Somewhat Disinterested</u>	<u>Neutral (no opinion)</u>	<u>Somewhat Interested</u>	<u>Very Interested</u>
<u>Mentorships</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Development Workshops</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Classes</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Social Events</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Events (for example: career fairs, conferences, seminars, etc.)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Academic Events</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Company Sponsored Events</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Sporting Events</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Other (please specify)</u>	<input type="text"/>				

### **25. If applicable, please explain (in 3-5 sentences) why you rated certain ways of NETWORKING as “Very Interested” or “No Interest.”**

## Demographics

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### **26. What is your age?**

- ☐ 50 and below
- ☐ 51-55 years old
- ☐ 55-60 years old
- ☐ 61-65 years old
- ☐ 66-70 years old
- ☐ 71-75 years old
- ☐ 76+ years old

### Demographics

### **27. What is your gender?**

- ☐ Male
- ☐ Female

### Demographics

### **28. Are you a U.S. citizen or permanent resident?**

- ☐ Yes
- ☐ No

### Demographics

### **29. What is your race or ethnicity?**

- ☐ White
- ☐ Hispanic or Latino
- ☐ Black or African American
- ☐ Native American or American Indian
- ☐ Asian
- ☐ Pacific Islander
- ☐ Other
- ☐ I choose not to answer

### Demographics

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**30. What is your nationality?**

Country

Please choose your primary country of citizenship

**Additional Comments**

**31. Please add any additional comments regarding the professional engagement between older adult professionals and young adults.**